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ABSTRACT

This report presents an analysis of salaries earned by professional staff employed in 24 Maryland public school systems. Employees include selected central office staff, school level administrators, teachers, librarians, and counselors. Salaries are included for 10, 11, and 12-month full-time and part-time employees. Figure 1 shows the annual amount above or below the statewide average of teacher salaries by county. Table 1 presents the Local Education Agency (LEA) and statewide calculations of the average and median salary, as well as the salaries at the first and third quartiles for professional staff. Table 2 shows the average, median, and quartiles for classroom teachers by region. Table 3 presents the average salaries for selected positions and percent change between 1986 and 1996. (ND)

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Analysis of Professional Salaries
Maryland Public Schools
October 1996

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Analysis of Professional Salaries
Maryland Public Schools
October 1996

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Introduction

The tables in this report were prepared from the data submitted by the 24 Maryland public school systems in the fall of 1996. Salaries include annual pay for 10, 11, and 12 month full-time and part-time employees in the positions shown. All data reported reflect the conversion of part-time employees to a full-time equivalent.

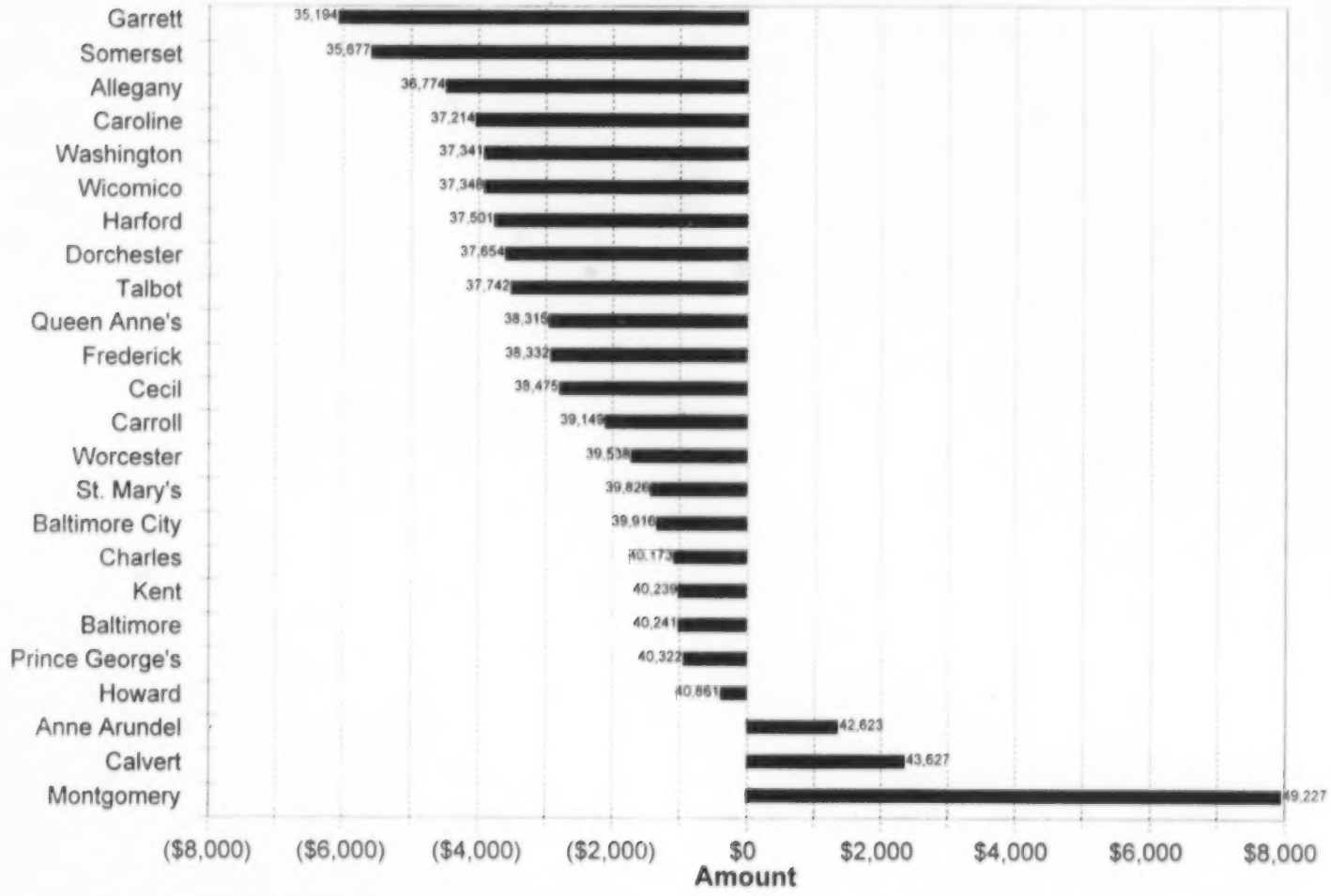
Calculations

The average (mean) is computed by dividing the sum of the individual salaries by the sum of the full-time-equivalent positions. The value of the mean can be distorted by extremely high or low salaries in the distribution and may not provide an accurate estimate of the population average. Therefore, the median (middle value) is also provided as another estimate of "average." The median represents the salary which divides the group in half. The first and third quartiles are provided as an estimation of the distribution of salaries across groups. Quartiles represent a division point similar to the median. The first quartile indicates the salary below which twenty-five percent of salaries fall while the third quartile represents the point above which twenty-five percent of salaries fall. Inspection of Table 1, page 8, reveals that twenty-five percent of teachers in Maryland are paid $30,456 or less while twenty-five percent make $48,601 or more.

Position Classifications

The position types used in this report are based on definitions included in the *Staff Reporting System Guidelines for Local School Systems in Maryland.* Directors, coordinators, and supervisors include persons in charge of instructional and noninstructional services within the school system.

Figure 1
Amount Above/Below Statewide Average Teacher Salary
Maryland Public Schools: October 1996



Statewide Average = $41,257

Table 1

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 1996

Local Unit	Superintendent				Deputy Superintendent			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	$101,848	$96,700	$90,000	$121,000	$100,096	$98,600	$90,574	$108,300
Allegany	91,052	*	*	*	+	+	+	+
Anne Arundel	101,721	*	*	*	+	+	+	+
Baltimore City	140,000	*	*	*	108,300	*	*	*
Baltimore	121,000	*	*	*	98,600	*	*	*
Calvert	99,000	*	*	*	94,223	*	*	*
Caroline	94,209	*	*	*	+	+	+	+
Carroll	125,454	*	*	*	+	+	+	+
Cecil	100,025	*	*	*	+	+	+	+
Charles	95,000	*	*	*	+	+	+	+
Dorchester	85,000	*	*	*	+	+	+	+
Frederick	96,000	*	*	*	+	+	+	+
Garrett	76,370	*	*	*	+	+	+	+
Harford	105,000	*	*	*	82,660	*	*	*
Howard	121,740	*	*	*	+	+	+	+
Kent	80,494	*	*	*	+	+	+	+
Montgomery	145,320	*	*	*	123,522	*	*	*
Prince George's	125,000	*	*	*	96,684	*	*	*
Queen Anne's	96,700	*	*	*	+	+	+	+
St. Mary's	91,616	*	*	*	+	+	+	+
Somerset	78,750	*	*	*	+	+	+	+
Talbot	86,356	*	*	*	+	+	+	+
Washington	90,200	*	*	*	+	+	+	+
Wicomico	101,500	*	*	*	+	+	+	+
Worcester	90,000	*	*	*	+	+	+	+

*The value cannot be computed for having less than 5 people in the position.
+No people in the position.

Table 1 (continued)

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 1996

Local Unit	Associate, Area, and Assistant Superintendent				Director			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	$82,183	$81,244	$75,405	$90,291	$76,477	$75,681	$69,871	$82,531
Allegany	+	+	+	+	62,782	*	*	*
Anne Arundel	92,073	*	*	*	81,267	81,267	81,267	81,267
Baltimore City	82,371	81,100	80,100	82,100	71,399	74,200	68,291	74,200
Baltimore	91,000	*	*	*	77,105	75,500	74,500	82,000
Calvert	91,050	*	*	*	83,386	82,763	80,605	85,677
Caroline	75,008	*	*	*	69,768	*	*	*
Carroll	83,305	*	*	*	77,740	78,018	76,440	79,593
Cecil	75,509	*	*	*	70,291	*	*	*
Charles	+	+	+	+	65,277	64,353	61,811	69,737
Dorchester	69,291	*	*	*	+	+	+	+
Frederick	76,412	80,426	70,243	80,426	71,490	70,824	67,638	74,837
Garrett	70,140	*	*	*	61,857	63,318	63,318	63,318
Harford	70,630	*	*	*	68,363	68,563	65,895	70,630
Howard	97,216	*	*	*	83,785	84,684	79,303	87,845
Kent	74,247	*	*	*	+	+	+	+
Montgomery	102,343	101,843	101,843	101,843	87,292	86,660	84,135	93,279
Prince George's	88,036	89,385	87,698	89,385	75,619	77,725	69,660	80,515
Queen Anne's	81,900	*	*	*	+	+	+	+
St. Mary's	64,834	*	*	*	71,499	*	*	*
Somerset	59,396	*	*	*	58,445	*	*	*
Talbot	+	+	+	+	66,078	*	*	*
Washington	75,600	*	*	*	66,316	67,552	65,585	67,552
Wicomico	76,200	*	*	*	72,850	*	*	*
Worcester	76,310	*	*	*	61,461	*	*	*

*The value cannot be computed for having less than 5 people in the position.
+No people in the position.

Table 1 (continued)

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 1996

Local Unit	Coordinator				Supervisor/Specialist			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	$63,861	$66,903	$57,550	$70,399	$63,508	$63,650	$58,131	$69,072
Allegany	42,272	40,059	28,824	60,700	55,646	59,309	50,439	59,309
Anne Arundel	71,562	73,598	70,399	73,599	65,476	64,900	58,969	74,635
Baltimore City	62,683	62,018	59,823	65,232	55,309	55,331	52,198	59,013
Baltimore	68,719	68,500	68,500	68,500	62,557	61,853	60,000	65,500
Calvert	+	+	+	+	69,578	74,556	70,692	76,485
Caroline	45,474	46,904	34,781	53,066	60,532	64,647	54,465	65,304
Carroll	62,277	*	*	*	65,295	67,731	64,139	71,323
Cecil	37,687	*	*	*	64,046	64,217	61,743	66,293
Charles	64,313	64,607	62,301	66,916	54,451	53,300	50,325	57,929
Dorchester	51,162	*	*	*	62,504	64,983	61,778	64,983
Frederick	56,184	55,956	50,189	60,336	63,040	64,617	63,478	64,946
Garrett	51,984	*	*	*	57,748	*	*	*
Harford	+	+	+	+	63,382	64,447	63,166	65,566
Howard	74,525	*	*	*	72,469	72,690	71,468	77,638
Kent	+	+	+	+	63,781	65,161	57,342	69,471
Montgomery	76,772	78,200	75,526	78,200	74,738	73,326	73,094	78,200
Prince George's	68,780	*	*	*	67,582	69,451	64,276	71,766
Queen Anne's	51,246	*	*	*	65,976	67,522	63,208	69,072
St. Mary's	54,142	53,145	52,768	53,520	60,208	62,121	59,434	62,871
Somerset	41,336	*	*	*	56,606	56,411	56,411	56,411
Talbot	63,834	65,566	60,407	66,564	48,752	48,840	48,400	48,950
Washington	58,417	57,175	55,511	60,053	59,945	60,637	57,156	62,456
Wicomico	56,410	*	*	*	61,292	62,650	62,650	63,150
Worcester	51,720	57,221	45,485	58,721	66,695	67,054	65,199	67,554

*The value cannot be computed for having less than 5 people in the position.

+No people in the position.

Table 1 (continued)

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 1996

Local Unit	Pupil Personnel/School Social Worker				Principal			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	$50,874	$50,751	$34,456	$62,510	$69,974	$69,451	$64,329	$75,312
Allegany	49,249	*	*	*	54,478	53,631	50,143	60,140
Anne Arundel	67,994	69,379	64,951	70,854	75,604	75,311	73,599	78,586
Baltimore City	36,277	32,575	28,016	37,622	65,612	64,811	59,823	69,845
Baltimore	47,890	46,962	33,468	58,819	67,790	67,551	65,500	68,500
Calvert	68,564	*	*	*	77,843	77,500	75,701	79,500
Caroline	42,839	*	*	*	61,888	60,118	59,311	66,618
Carroll	59,188	60,945	57,635	64,825	69,044	69,383	66,079	71,554
Cecil	55,503	*	*	*	62,844	63,113	60,754	65,113
Charles	48,307	49,410	45,926	50,297	64,662	63,839	59,796	66,157
Dorchester	46,169	*	*	*	61,460	61,963	59,231	63,554
Frederick	49,620	51,837	40,574	57,195	65,640	64,617	63,478	65,443
Garrett	46,428	*	*	*	52,376	47,457	46,707	60,204
Harford	61,228	62,008	58,423	63,208	64,002	64,366	62,946	65,346
Howard	62,075	62,510	62,510	62,510	75,701	76,089	76,089	76,089
Kent	30,358	*	*	*	62,251	63,881	58,459	65,546
Montgomery	70,773	73,094	69,983	74,318	81,963	82,531	80,127	82,531
Prince George's	59,702	60,907	56,404	64,647	72,984	74,081	70,451	74,081
Queen Anne's	40,701	*	*	*	65,121	65,176	62,820	68,280
St. Mary's	53,553	52,334	50,476	53,568	64,000	67,672	59,749	68,589
Somerset	+	+	+	+	46,836	53,214	48,215	56,147
Talbot	+	+	+	+	60,549	62,172	59,449	63,672
Washington	53,722	*	*	*	63,177	64,329	61,856	64,329
Wicomico	45,745	*	*	*	62,087	61,905	61,030	63,250
Worcester	+	+	+	+	67,121	67,054	67,054	67,554

*The value cannot be computed for having less than 5 people in the position.
+No people in the position.

Table 1 (continued)

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 1996

Local Unit	Vice Principal				Therapist			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	$60,609	$60,742	$55,331	$64,704	$44,117	$42,015	$31,782	$47,817
Allegany	45,576	45,426	44,613	46,419	36,760	40,059	29,643	41,024
Anne Arundel	67,589	68,036	65,078	69,321	43,777	45,644	37,587	47,817
Baltimore City	55,665	55,331	51,906	58,131	44,536	45,816	35,718	47,372
Baltimore	61,840	61,500	60,011	63,000	42,161	41,389	29,000	46,818
Calvert	64,287	65,500	60,500	68,623	43,899	47,067	32,483	49,721
Caroline	50,537	49,174	47,600	53,727	41,179	*	*	*
Carroll	59,272	59,804	55,695	63,108	37,771	32,818	25,535	43,840
Cecil	52,122	52,611	51,186	55,545	38,767	39,732	36,131	42,732
Charles	50,821	49,637	46,748	53,802	42,531	43,756	27,169	46,413
Dorchester	48,844	46,301	44,018	52,416	41,402	42,366	40,832	43,208
Frederick	57,003	58,289	52,730	63,478	40,662	37,718	28,326	44,045
Garrett	46,042	47,457	43,530	47,457	37,177	41,614	29,838	46,238
Harford	58,093	57,236	55,974	61,881	39,167	35,534	25,829	43,049
Howard	60,098	59,115	56,016	67,641	45,015	43,243	33,627	50,220
Kent	56,096	*	*	*	43,525	*	*	*
Montgomery	73,651	75,232	70,912	78,200	50,484	43,352	31,586	56,924
Prince George's	65,383	64,704	63,546	68,176	42,375	40,919	32,032	48,965
Queen Anne's	55,711	56,064	49,932	59,148	39,276	34,711	27,066	43,072
St. Mary's	53,794	54,694	46,995	59,398	40,084	42,223	31,932	46,164
Somerset	51,885	46,056	39,781	47,769	55,523	*	*	*
Talbot	45,178	45,270	38,665	48,730	41,766	*	*	*
Washington	53,232	52,932	49,894	58,305	40,007	40,530	35,971	43,267
Wicomico	53,142	53,105	51,820	55,260	40,511	42,360	37,965	43,965
Worcester	57,090	57,221	55,106	60,836	42,351	44,424	36,740	46,648

*The value cannot be computed for having less than 5 people in the position.

Table 1 (continued)

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 1996

Local Unit	School Psychologist				Librarian			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	$50,255	$47,803	$38,713	$59,232	$44,850	$45,645	$37,718	$50,220
Allegany	47,893	*	*	*	39,346	40,059	40,059	41,024
Anne Arundel	58,661	60,492	54,290	64,952	44,793	45,645	40,572	49,974
Baltimore City	37,401	29,897	28,015	47,232	43,847	47,096	37,623	47,790
Baltimore	50,982	53,311	37,650	58,668	44,000	47,455	34,599	49,779
Calvert	54,209	43,840	29,266	63,688	47,118	52,523	41,670	53,999
Caroline	35,827	*	*	*	40,583	44,088	34,688	45,441
Carroll	48,703	47,386	43,840	49,962	42,299	45,800	32,819	48,004
Cecil	47,367	46,958	46,358	48,336	37,921	38,931	30,932	43,732
Charles	45,243	41,611	40,200	46,358	46,350	48,102	45,282	49,119
Dorchester	48,192	*	*	*	47,492	42,366	41,528	45,713
Frederick	53,326	57,296	43,799	59,335	41,304	40,455	35,284	49,052
Garrett	44,325	*	*	*	37,472	*	*	*
Harford	42,287	45,479	36,183	47,315	41,203	43,049	36,555	47,315
Howard	55,633	54,767	48,070	59,232	45,101	48,060	37,978	52,380
Kent	47,594	*	*	*	47,213	*	*	*
Montgomery	68,884	72,884	66,555	74,318	53,107	58,769	45,410	60,911
Prince George's	46,871	40,752	38,968	57,654	42,724	45,057	32,032	50,440
Queen Anne's	46,404	44,990	21,013	46,823	39,340	40,887	33,335	44,550
St. Mary's	42,671	42,099	35,521	50,476	46,788	47,918	45,154	49,000
Somerset	79,446	*	*	*	36,815	*	*	*
Talbot	41,680	*	*	*	42,008	42,475	40,400	44,900
Washington	49,066	46,268	41,109	55,523	36,967	41,440	28,793	43,267
Wicomico	50,128	*	*	*	42,090	42,270	40,900	42,450
Worcester	47,703	*	*	*	41,841	43,822	37,912	45,985

*The value cannot be computed for having less than 5 people in the position.

Table 1 (continued)

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 1996

	Guidance Counselor				Teacher			
Local Unit	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	$47,181	$48,006	$37,718	$54,080	$41,257	$42,310	$30,456	$48,601
Allegany	38,808	40,199	34,580	41,989	36,774	40,059	32,215	41,294
Anne Arundel	54,407	56,290	51,296	58,991	42,623	45,106	34,691	49,402
Baltimore City	45,836	48,729	46,640	49,501	39,916	45,816	29,181	47,790
Baltimore	46,516	48,302	36,351	51,788	40,241	42,108	29,461	48,617
Calvert	50,549	52,686	50,048	55,335	43,627	44,402	35,279	52,523
Caroline	44,381	46,444	40,769	47,871	37,214	38,699	28,825	44,115
Carroll	42,119	43,841	31,252	49,718	39,149	40,167	28,533	47,759
Cecil	41,774	44,232	40,532	46,732	38,475	41,132	29,282	44,932
Charles	47,335	49,832	39,891	54,055	40,173	42,476	32,027	46,589
Dorchester	40,777	40,832	36,300	45,713	37,654	39,854	27,594	43,757
Frederick	44,991	47,587	38,630	50,189	38,332	37,718	28,326	46,417
Garrett	35,831	37,784	29,400	42,509	35,194	36,561	30,117	40,402
Harford	42,132	44,226	33,400	48,315	37,501	38,039	28,158	44,049
Howard	46,246	43,995	31,053	53,829	40,861	39,598	28,474	50,289
Kent	43,320	48,060	34,358	49,725	40,239	41,495	31,166	47,577
Montgomery	54,235	58,769	43,352	60,911	49,227	50,833	34,580	58,769
Prince George's	44,823	46,896	32,738	54,080	40,322	40,919	28,505	49,885
Queen Anne's	42,058	44,500	34,426	49,540	38,315	38,368	28,908	45,300
St. Mary's	40,956	44,712	30,633	47,195	39,826	41,778	29,653	46,979
Somerset	45,500	42,120	36,142	44,736	35,677	36,872	30,077	41,491
Talbot	41,221	39,305	32,450	46,860	37,742	40,300	29,250	44,300
Washington	34,735	29,587	26,851	44,179	37,341	40,531	29,705	44,179
Wicomico	42,671	44,430	40,900	45,870	37,348	39,748	30,300	42,780
Worcester	45,748	45,986	45,485	47,748	39,538	43,322	32,588	45,485

Table 2

Teachers' Salaries Indexed to Region: October, 1996

Local Unit	Average (Mean)	Percent Above/ Below	Median	Percent Above/ Below	1st Quartile	Percent Above/ Below	3rd Quartile	Percent Above/ Below
Baltimore Metropolitan	40,306		42,958		29,700		47,790	
Anne Arundel	42,623	5.7	45,106	5.0	34,691	16.8	49,402	3.4
Baltimore City	39,916	-1.0	45,816	6.7	29,181	-1.7	47,790	0.0
Baltimore	40,241	-0.2	42,108	-2.0	29,461	-0.8	48,617	1.7
Carroll	39,149	-2.9	40,167	-6.5	28,533	-3.9	47,759	-0.1
Harford	37,501	-7.0	38,039	-11.5	28,158	-5.2	44,049	-7.8
Howard	40,861	1.4	39,598	-7.8	28,474	-4.1	50,289	5.2
National Capital	44,843		45,410		32,032		54,442	
Montgomery	49,227	9.8	50,833	11.9	34,580	8.0	58,769	7.9
Prince George's	40,322	-10.1	40,919	-9.9	28,505	-11.0	49,885	-8.4
Western Maryland	37,530		38,934		29,201		43,867	
Allegany	36,774	-2.0	40,059	2.9	32,215	10.3	41,294	-5.9
Frederick	38,332	2.1	37,718	-3.1	28,326	-3.0	46,417	5.8
Garrett	35,194	-6.2	36,561	-6.1	30,117	3.1	40,402	-7.9
Washington	37,341	-0.5	40,531	4.1	29,705	1.7	44,179	0.7
Lower Shore	37,710		39,854		30,615		43,759	
Dorchester	37,654	-0.1	39,854	0.0	27,594	-9.9	43,757	-0.0
Somerset	35,677	-5.4	36,872	-7.5	30,077	-1.8	41,491	-5.2
Wicomico	37,348	-1.0	39,748	-0.3	30,300	-1.0	42,780	-2.2
Worcester	39,538	4.8	43,322	8.7	32,588	6.4	45,485	3.9
Upper Shore	38,313		40,539		29,250		45,300	
Caroline	37,214	-2.9	38,699	-4.5	28,825	-1.5	44,115	-2.6
Cecil	38,475	0.4	41,132	1.5	29,282	0.1	44,932	-0.8
Kent	40,239	5.0	41,495	2.4	31,166	6.6	47,577	5.0
Queen Anne's	38,315	0.0	38,368	-5.4	28,908	-1.2	45,300	0.0
Talbot	37,742	-1.5	40,300	-0.6	29,250	0.0	44,300	-2.2
Southern Maryland	40,989		42,741		32,206		48,040	
Calvert	43,627	6.4	44,402	3.9	35,279	9.5	52,523	9.3
Charles	40,173	-2.0	42,476	-0.6	32,027	-0.6	46,589	-3.0
St. Mary's	39,826	-2.8	41,778	-2.3	29,653	-7.9	46,979	-2.2

Table 3

Average Salaries for Selected Positions and Ten-Year Percent Change: 1986 and 1996

Local Unit	Instructional Staff*			Principals and Vice Principals			Teachers and Therapists		
	1986	1996	Percent Change	1986	1996	Percent Change	1986	1996	Percent Change
Total State	$29,895	$42,781	43.1	$44,462	$65,431	47.2	$29,120	$41,321	41.9
Allegany	26,401	37,599	42.4	35,630	52,252	46.7	25,961	36,774	41.7
Anne Arundel	29,907	44,567	49.0	48,742	72,231	48.2	28,925	42,649	47.4
Baltimore City	27,202	41,295	51.8	41,077	60,086	46.3	26,397	39,977	51.4
Baltimore	32,923	41,946	27.4	46,005	64,215	39.6	32,041	40,285	25.7
Calvert	29,174	45,339	55.4	42,572	70,899	66.5	28,356	43,634	53.9
Caroline	23,795	38,643	62.4	36,107	56,511	56.5	23,111	37,265	61.2
Carroll	27,159	40,583	49.4	39,850	63,657	59.7	26,509	39,111	47.5
Cecil	25,574	39,644	55.0	42,098	58,308	38.5	24,702	38,480	55.8
Charles	26,720	41,553	55.5	37,526	57,059	52.1	26,205	40,211	53.4
Dorchester	25,753	39,231	52.3	36,979	56,053	51.6	25,100	37,714	50.3
Frederick	26,931	39,765	47.7	40,852	61,200	49.8	26,149	38,375	46.8
Garrett	23,476	36,064	53.6	35,322	50,792	43.8	22,712	35,231	55.1
Harford	27,661	38,858	40.5	39,710	60,568	52.5	26,977	37,534	39.1
Howard	29,285	42,648	45.6	46,938	66,982	42.7	27,246	40,982	50.4
Kent	24,877	41,685	67.6	36,768	60,572	64.7	24,043	40,310	67.7
Montgomery	34,626	50,855	46.9	53,608	78,361	46.2	33,774	49,269	45.9
Prince George's	31,613	41,666	31.8	47,234	70,571	49.4	30,948	40,371	30.4
Queen Anne's	29,596	39,502	33.5	45,388	61,246	34.9	28,865	38,333	32.8
St. Mary's	24,895	40,802	63.9	34,510	61,216	77.4	24,374	39,832	63.4
Somerset	22,114	37,384	69.1	29,043	48,729	67.8	21,574	35,950	66.6
Talbot	26,017	38,921	49.6	37,207	53,316	43.3	25,293	37,787	49.4
Washington	27,139	38,361	41.4	39,314	59,704	51.9	26,476	37,382	41.2
Wicomico	25,829	38,573	49.3	37,573	57,242	52.3	25,165	37,390	48.6
Worcester	29,063	41,106	41.4	42,428	62,106	46.4	28,336	39,577	39.7

*Instructional staff includes principals, vice principals, teachers, guidance counselors, librarians, school psychologists, and therapists

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